

# SURVIVE AND THRIVE

## Managing Life with Adult ADHD

Abigail's Podcast Cheatsheet

### #009 Dealing with the Boss and Higher Ups

#### Speaking up or not!

People affected by ADHD often have a resistance to being told what to do or being asked if we have completed something we were assigned to do. This is especially true if we have not done it yet!

This is why we often have trouble with authority. Sometimes we talk back in ways that are not appropriate. We can also interrupt or blurt things out at the wrong time. If you have any of these problems here are some questions you might want to ask yourself silently before you speak.

- 1) "Do I have to say it?"
- 2) "Does it need to be said right now?"
- 3) "Do I need to be the person who says it?"

- 1) "Do I have to say it?"

This is asking yourself if you are saying it for you, your satisfaction, or saying it to move the conversation forward. You want to say what will move the conversation forward.

- 2) "Does it need to be said right now?"

This is important because timing is everything. Is what you want to say pertinent to the conversation at hand? Also if it is in the midst of a heated discussion, would a better thing be to speak later once you have cooled down?

- 3) "Do I need to be the person who says it?"

We may know something, but we may not be the right person to share that information. Sometimes a more appropriate person should say it or maybe everyone should draw their own conclusions in good time. Remember, sometimes they do shoot the messenger.

I know it may be hard to hold back. As folks affected by ADHD, we like to be right regardless of the situation. (Not that this isn't common for a lot of people)

To get yourself going on this, try practicing a pause before you speak. Then build in the questions as what you are thinking when you pause.

I like to think that it is my job to listen big with an open mind and heart. I don't always succeed but we are all works in progress.

### **Credibility Bank**

We need to build credibility. When we have credibility, we are given the benefit of the doubt usually and have more options. A credibility bank is like any bank account. To grow it you must make deposits. It diminishes when you make withdrawals. Instead of money though, the deposits and withdrawals are our actions.

A high balance in our credibility bank gives us flexibility. It changes how people treat us and what allowances they will make.

Be warned. You do not increase your account balance by doing what you are expected to do. Even if the task or action is hard for you, that doesn't matter. You build your credibility bank account by "beyond the call of duty" actions. Doing extra special things in addition to your given responsibilities.

How do you go beyond basic expectations? The smart way is to use your strengths and what is unique about you. Determine what you do well and how it fits in with your organization's goals or mission.

### **Less Time Planning and More Doing**

Sometimes we spend an inordinate amount of time planning how to do something. We figure there is a way to do it that is perfect or quicker. Unfortunately we often spend more time figuring out the plan than executing it. Or we spend so much time planning the best way to do something that we could have finished the task in the same amount of time.

Planning is good. Just be aware that action is the key.